

Cascade County Compensation Board Agenda
May 29, 2019 – 9:00 a.m.
Commission Chambers



Citizen Members

Ted Lewis, term ends June 2021
Jean Faure, term ends June 2019
Anne Martinez, term ends June 2020

County Commissioners

Jane Weber
Joe Briggs
Jim Larson

Other Elected Officials

Josh Racki, County Attorney
Diane Heikkila, Treasurer
Faye McWilliams, Clerk of Court
Jesse Slaughter, Sheriff

1. Welcome, Introductions, nomination of a meeting chairperson Joe Briggs, Commission Chair
2. Introduction of the Compensation Board members & Elected Officials Meeting Chairperson
3. Review of Compensation Board Role (MCA 7-4-2503) History of Compensation Board decisions/COLA rates Joe Briggs
4. Salary Statistics and Collective Bargaining Decisions Jeff Mora, HR Director
 - Review of Longevity Structure for Sheriff's Deputies
 - County costs due to Health Premium Contributions
 - Increased costs due to Collective Bargaining Agreements
 - Increased costs of non-union employees at 2.4% COLA
5. FY 2020 Budget Projections/Status Mary Embleton, Budget Officer
 - Budget Projections
 - Impact of the Calumet Protest
 - INTERCAP loans for Courthouse Roof and Grandstands
 - Questions from Compensation Board
6. COLA Scenarios and Fiscal Implications Compensation Board/Mary Embleton
 - Calculator of added costs for deputies/elected officials
 - Calculator of added costs for non-union employees
7. Motion for Compensation Board Recommendation Compensation Board
8. Thank you to Compensation Board for their service Joe Briggs, Commission Chair
9. Motion for Adjournment



Cascade County Compensation Board Members

May 29, 2019 Compensation Board Hearing

Board of Cascade County Commissioners

County Commissioner, Joe Briggs
County Commissioner, Jim Larson
County Commissioner, Jane Weber

Three-Elected Officials Appointed by the Board of County Commissioners

Sheriff Jesse Slaughter
Clerk of Court, Faye McWilliams
Treasurer Diane Heikkila

County Attorney

County Attorney, Josh Racki

Resident Taxpayer Board Members Appointed by the County Commissioners

Ted Lewis, First Interstate Bank (term expires on June 30, 2021)
Jean Faure, Faure Holden Attorneys at Law PC (term expires on June 30, 2019)
Anne Martinez, Independent Management Consultant (term expires on June 30, 2020)

Excerpts from Montana Code Annotated Regarding the Compensation Board (yellow highlighting added)

7-4-2503. Salary schedule for certain county officers -- county compensation board.

(1) (a) The salary paid to the county treasurer, county clerk and recorder, clerk of the district court, county assessor, county superintendent of schools, county sheriff, county surveyor in counties where county surveyors receive salaries as provided in 7-4-2812, justice of the peace, county coroner, and county auditor in all counties in which the office is authorized must be established by the county governing body based upon the recommendations of the county compensation board provided for in subsection (4).

(b) Except as provided in subsection (2), the annual salary established pursuant to subsection (1)(a) must be uniform for all county officers referred to in subsection (1)(a).

(2) (a) An elected county superintendent of schools must receive, in addition to the salary based upon subsection (1), the sum of \$400 a year, except that an elected county superintendent of schools who holds a master-of-arts degree or a master's degree in education, with an endorsement in school administration, from a unit of the Montana university system or an equivalent institution may, at the discretion of the county commissioners, receive, in addition to the salary based upon subsection (1), up to \$2,000 a year.

(b) The county sheriff must receive, in addition to the salary based upon subsection (1), the sum of \$2,000 a year.

(c) The county sheriff must receive a longevity payment amounting to 1% of the salary determined under subsection (1) for each year of service with the sheriff's office, but years of service during any year in which the salary was set at the level of the salary of the prior fiscal year may not be included in any calculation of longevity increases. The additional salary amount provided for in this subsection may not be included in the salary for purposes of computing the compensation for undersheriffs and deputy sheriffs as provided in 7-4-2508.

(d) If the clerk and recorder is also the county election administrator, the clerk and recorder may receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(d) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.

(e) The county treasurer, clerk of district court, and justice of the peace may each receive, in addition to the base salary provided in subsection (1)(a), up to \$2,000 a year. The additional salary provided for in this subsection (2)(e) may not be included as salary for the purposes of computing the compensation of any other county officers or employees.

(f) The county coroner may be a part-time position, and the salary may be set accordingly.

(g) The justice of the peace for a justice's court of record may receive, in addition to the base salary provided in subsection (1)(a), compensation up to an amount allowed by 3-10-207.

(3) (a) Subject to subsection (3)(b), the salary for the county attorney must be set as provided in subsection (4).

(b) If the uniform base salary set for county officials pursuant to subsection (1) is increased, then the county attorney is entitled to at least the same increase unless the increase would cause the county attorney's salary to exceed the salary of a district court judge.

(c) (i) After completing 4 years of service as deputy county attorney, each deputy county attorney is entitled to an increase in salary of \$1,000 on the anniversary date of employment as deputy county attorney. After completing 5 years of service as deputy county attorney, each deputy county attorney is entitled to an additional increase in salary of \$1,500 on the anniversary date of employment. After completing 6 years of service as deputy county attorney and for each year of additional service up to completion of the 11th year of service, each deputy county attorney is entitled to an additional annual longevity salary increase of \$500 or a greater amount based on the schedule developed and recommended by the county compensation board as provided in subsection (4). Any additional annual longevity salary increase provided for in this section after the 11th year of service may not exceed the amount provided in the schedule developed and recommended by the county compensation board.

(ii) The years of service accumulated after the 11th year of service as a deputy county attorney prior to July 1, 2015, may not be included in the calculation of the longevity increases by the county compensation board under this section.

(iii) The years of service as a deputy county attorney accumulated prior to July 1, 1985, must be included in the calculation of the longevity increase.

(4) (a) There is a county compensation board consisting of: (i) the county commissioners;

(ii) three of the county officials described in subsection (1) appointed by the board of county commissioners;

(iii) the county attorney;

(iv) two to four resident taxpayers appointed initially by the board of county commissioners to staggered terms of 3 years, with the initial appointments of one or two taxpayer members for a 2-year term and one or two taxpayer members for a 3-year term; and

(v) (A) subject to subsection (4)(a)(v)(B), one resident taxpayer appointed by each of the three county officials described in subsection (4)(a)(ii).

(B) The appointments in subsection (4)(a)(v)(A) are not mandatory.

(b) The county compensation board shall hold hearings annually for the purpose of reviewing the compensation paid to county officers. The county compensation board may consider the compensation paid to comparable officials in other Montana counties, other states, state government, federal government, and private enterprise.

(c) The county compensation board shall prepare a compensation schedule for the elected county officials, including the county attorney, for the succeeding fiscal year. The schedule must take into consideration county variations, including population, the number of residents living in unincorporated areas, assessed valuation, motor vehicle registrations, building permits, and other factors considered necessary to reflect the variations in the workloads and responsibilities of county officials as well as the tax resources of the county.

(d) A recommended compensation schedule requires a majority vote of the county compensation board, and at least two county commissioners must be included in the majority. A recommended compensation schedule may not reduce the salary of a county officer that was in effect on May 1, 2001.

3-10-207. Salaries. (1) Subject to subsections (2) through (4), the board of county commissioners shall set salaries for justices of the peace by resolution and in conjunction with setting salaries for other officers as provided in 7-4-2504.

(2) The salary of the justice of the peace may not be less than the salary for the district clerk of the court in that county.

(3) If the justice's court is not open for business full time, the justice's salary must be commensurate to the workload and office hours of the court. The salary of a justice of the peace may not be reduced during the justice's term of office.

(4) The salary of the justice of the peace for a justice's court of record may not exceed 90% of the salary of a district court judge determined as provided in 3-5-211.

Previous Decisions by the Compensation Board

Fiscal Year <i>(Decisions are made in Spring of the previous year, as FY begins on July 1)</i>	Compensation Board Recommendation	Compensation Board Members
FY 2019 <i>(meeting held on May 21, 2018)</i>	2.1% COLA Increase 2.1% CPI	Jane Weber (Commission Chair), Jim Larson, Joe Briggs, Carey Ann Haight for Josh Racki, Bob Edwards, Jamie Bailey, Faye McWilliams, Ted Lewis, Anne Martinez, Jean Faure
FY 2018 <i>(meeting held on May 31, 2017)</i>	1.3% COLA Increase 1.3% CPI	Jim Larson (Commission Chair), Jane Weber, Joe Briggs, Josh Racki, Bob Edwards, Rina Fontana-Moore, Faye McWilliams, Ted Lewis, Anne Martinez
FY 2017 <i>(meeting held on May 18, 2016)</i>	2.0% COLA Increase .1% CPI	Joe Briggs (Commission Chair), Jane Weber, Jim Larson, John Parker, Bob Edwards, Rina Fontana-Moore, Mary Jolley, Ted Lewis, Jean Faure, Anne Martinez
FY 2016 <i>(meeting held on May 29, 2015)</i>	1.8% COLA Increase 1.6% CPI (2.8%) Cas. Co. Prvt.	Jane Weber (Commission Chair), Joe Briggs, Jim Larson, John Parker, Bob Edwards, Faye McWilliams, Jamie Bailey, Jean Faure, Anne Martinez, Ted Lewis
FY 2015 <i>(meeting held on June 19, 2014)</i>	1.5% COLA Increase 1.5 % CPI (3.42%) Cas. Co. Prvt.	Bill Salina (Commission Chair), Joe Briggs, Jane Weber, John Parker, Bob Edwards, Steve Fagenstrom, Rina Fontana Moore, Brett Weber, Nancy Zadick
FY 2014 <i>(meeting held on August 21, 2013)</i>	2.1% COLA Increase 2.1% CPI (5.72%) Cas. Co. Prvt.	Joe Briggs (Commission Chair), Bill Salina, Jane Weber, John Parker, Rina Fontana Moore, Faye McWilliams, Jamie Bailey, Brett Weber, Nancy Zadick, Jean Faure
FY 2013 <i>(meeting held on June 7, 2012)</i>	3.2% COLA Increase 3.2% CPI (0%) Cas. Co. Prvt.	Jane Weber (Commission Chair), Joe Briggs, Bill Salina, John Parker, Rina Fontana Moore, Faye McWilliams, Jamie Bailey, Bill Zucconi, Nancy Zadick, Brian Hoven
FY 2012 <i>(meeting held on June 14, 2011)</i>	0% COLA Increase 1.6% CPI (.17%) Cas. Co. Prvt.	Bill Salina (Commission Chair), Joe Briggs, Jane Weber, John Parker, Bob Edwards, Jamie Bailey, Rina Fontana Moore, Nancy Zadick, Bill Zucconi

Key Points

1. **MACO COLA for the next fiscal year is 2.4%**
2. The average annual wage for private sector payroll jobs (does not include self-employment) in Cascade County (Great Falls MSA) grew 5.73% over the last 2 years (from 2016Q4 to 2018Q4) according to Chmura Economic's JobsEQ system.
3. The county's ability to generate addition tax revenue remains constrained to ½ of the average rate of inflation for the last three years. This year that means that we can increase the number of mills on previously taxed property by **.97%** (est.).
4. Any appreciable growth in the county's tax revenue will come from newly taxable enhancements to properties that are not within a TIF district. In FY 2016 approximately \$944,000 was added to the County revenue; in FY 2017 approximately \$1,049,050 was added; in FY 2018 approximately \$583,745 was added; and in FY 2019 approximately \$682,860 was added. The value for FY2020 is unknown at this time, but revenues are not likely to increase substantially from last year, particularly due to protested taxes.

Montana Consumer Price Index for 2018

Consumer Price Index - All Urban Consumers

Series Id: CUUR0000SA0
Not Seasonally Adjusted

NOTE: This index includes food and energy

Area: U.S. city average
Item: All items
Base Period: 1982-84=100

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	Annual Increase
1975	52.100	52.500	52.700	52.900	53.200	53.600	54.200	54.300	54.600	54.900	55.300	55.500	53.800	
1976	55.600	55.800	55.900	56.100	56.500	56.800	57.100	57.400	57.600	57.900	58.000	58.200	56.900	5.8%
1977	58.500	59.100	59.500	60.000	60.300	60.700	61.000	61.200	61.400	61.600	61.900	62.100	60.600	6.5%
1978	62.500	62.900	63.400	63.900	64.500	65.200	65.700	66.000	66.500	67.100	67.400	67.700	65.200	7.6%
1979	68.300	69.100	69.800	70.600	71.500	72.300	73.100	73.800	74.600	75.200	75.900	76.700	72.600	11.3%
1980	77.800	78.900	80.100	81.000	81.800	82.700	82.700	83.300	84.000	84.800	85.500	86.300	82.400	13.5%
1981	87.000	87.900	88.500	89.100	89.800	90.600	91.600	92.300	93.200	93.400	93.700	94.000	90.900	10.3%
1982	94.300	94.600	94.500	94.900	95.800	97.000	97.500	97.700	97.900	98.200	98.000	97.600	96.500	6.2%
1983	97.800	97.900	97.900	98.600	99.200	99.500	99.900	100.200	100.700	101.000	101.200	101.300	99.600	3.2%
1984	101.900	102.400	102.600	103.100	103.400	103.700	104.100	104.500	105.000	105.300	105.300	105.300	103.900	4.3%
1985	105.500	106.000	106.400	106.900	107.300	107.600	107.800	108.000	108.300	108.700	109.000	109.300	107.600	3.6%
1986	109.600	109.300	108.800	108.600	108.900	109.500	109.500	109.700	110.200	110.300	110.400	110.500	109.600	1.9%
1987	111.200	111.600	112.100	112.700	113.100	113.500	113.800	114.400	115.000	115.300	115.400	115.400	113.600	3.6%
1988	115.700	116.000	116.500	117.100	117.500	118.000	118.500	119.000	119.800	120.200	120.300	120.500	118.300	4.1%
1989	121.100	121.600	122.300	123.100	123.800	124.100	124.400	124.600	125.000	125.600	125.900	126.100	124.000	4.8%
1990	127.400	128.000	128.700	128.900	129.200	129.900	130.400	131.600	132.700	133.500	133.800	133.800	130.700	5.4%
1991	134.600	134.800	135.000	135.200	135.600	136.000	136.200	136.600	137.200	137.400	137.800	137.900	136.200	4.2%
1992	138.100	138.600	139.300	139.500	139.700	140.200	140.500	140.900	141.300	141.800	142.000	141.900	140.300	3.0%
1993	142.600	143.100	143.600	144.000	144.200	144.400	144.400	144.800	145.100	145.700	145.800	145.800	144.500	3.0%
1994	146.200	146.700	147.200	147.400	147.500	148.000	148.400	149.000	149.400	149.500	149.700	149.700	148.200	2.6%
1995	150.300	150.900	151.400	151.900	152.200	152.500	152.500	152.900	153.200	153.700	153.600	153.500	152.400	2.8%
1996	154.400	154.900	155.700	156.300	156.600	156.700	157.000	157.300	157.800	158.300	158.600	158.600	156.900	3.0%
1997	159.100	159.600	160.000	160.200	160.100	160.300	160.500	160.800	161.200	161.600	161.500	161.300	160.500	2.3%
1998	161.600	161.900	162.200	162.500	162.800	163.000	163.200	163.400	163.600	164.000	164.000	163.900	163.000	1.6%
1999	164.300	164.500	165.000	166.200	166.200	166.200	166.700	167.100	167.900	168.200	168.300	168.300	166.600	2.2%
2000	168.800	169.800	171.200	171.300	171.500	172.400	172.800	173.700	174.000	174.000	174.100	174.000	172.200	3.4%
2001	175.100	175.800	176.200	176.900	177.700	178.000	177.500	177.500	178.300	177.700	177.400	176.700	177.100	2.8%
2002	177.100	177.800	178.800	179.800	179.800	179.900	180.100	180.700	181.000	181.300	181.300	180.900	179.900	1.6%
2003	181.700	183.100	184.200	183.800	183.500	183.700	183.900	184.600	185.200	185.000	184.500	184.300	184.000	2.3%
2004	185.200	186.200	187.400	188.000	189.100	189.700	189.400	189.500	189.900	190.900	191.000	190.300	188.900	2.7%
2005	190.700	191.800	193.300	194.600	194.400	194.500	195.400	196.400	198.800	199.200	197.600	196.800	195.300	3.4%
2006	198.300	198.700	199.800	201.500	202.500	202.900	203.500	203.900	202.900	201.800	201.500	201.800	201.600	3.2%
2007	202.416	203.499	205.352	206.686	207.949	208.352	208.299	207.917	208.490	208.936	210.177	210.036	207.342	2.8%
2008	211.080	211.693	213.528	214.823	216.632	218.815	219.964	219.086	218.783	216.573	212.425	210.228	215.303	3.8%
2009	211.143	212.193	212.709	213.240	213.856	215.693	215.351	215.834	215.969	216.177	216.330	215.949	214.537	-0.4%
2010	216.687	216.741	217.631	218.009	218.178	217.965	218.011	218.312	218.439	218.711	218.803	219.179	218.056	1.6%
2011	220.223	221.309	223.467	224.906	225.964	225.722	225.922	226.545	226.889	226.421	226.230	225.672	224.939	3.2%
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	2.1%
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	1.5%
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852	238.031	237.433	236.151	234.812	236.736	1.6%
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316	237.945	237.838	237.336	236.525	237.017	0.1%
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849	241.428	241.729	241.353	241.432	240.007	1.3%
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519	246.819	246.663	246.669	246.524	245.120	2.1%
2018	247.867	248.991	249.554	250.546	251.588	251.989	252.006	252.146	252.439	252.885	252.038	251.233	251.107	2.4%
2018 Increase over prior year	2.1%	2.2%	2.4%	2.5%	2.8%	2.9%	2.9%	2.7%	2.3%	2.5%	2.2%	1.9%	2.4%	2.4%
2018 Increase over prior month	0.5%	0.5%	0.2%	0.4%	0.4%	0.2%	1.7%	0.1%	0.1%	0.2%	-0.3%	-0.3%	-0.1%	

State Fiscal Year		Average Weekly Wage	Percent Increase	CPI Increase
1972		\$118.36		
1973		\$124.64	5.3%	4.4%
1974		\$129.91	4.2%	3.2%
1975		\$136.68	5.2%	6.2%
1976		\$146.84	7.4%	11.0%
1977		\$163.67	11.5%	9.1%
1978		\$173.82	6.2%	5.8%
1979		\$187.68	8.0%	6.5%
1980		\$198.32	5.7%	7.6%
1981		\$219.12	10.5%	11.3%
1982		\$241.32	10.1%	13.5%
1983		\$262.62	8.8%	10.3%
1984		\$277.22	5.6%	6.2%
1985		\$286.32	3.3%	3.2%
1986		\$292.55	2.2%	4.3%
1987		\$298.58	2.1%	3.6%
1988		\$301.69	1.0%	1.9%
1989		\$308.37	2.2%	3.6%
1990		\$317.52	3.0%	4.1%
1991		\$323.20	1.8%	4.8%
1992		\$335.52	3.8%	5.4%
1993		\$349.07	4.0%	4.2%
1994		\$362.28	3.8%	3.0%
1995		\$372.64	2.9%	3.0%
1996		\$380.32	2.1%	2.6%
1997		\$384.14	1.0%	2.8%
1998		\$395.66	3.0%	3.0%
1999		\$410.63	3.8%	2.3%
2000		\$424.88	3.5%	1.6%
2001		\$438.62	3.2%	2.2%
2002		\$454.06	3.5%	3.4%
2003		\$472.50	4.1%	2.8%
2004		\$486.99	3.1%	1.6%
2005		\$503.88	3.5%	2.3%
2006		\$520.88	3.4%	2.7%
2007		\$545.46	4.7%	3.4%
2008		\$573.31	5.1%	3.2%
2009		\$604.35	5.4%	2.8%
2010		\$625.53	3.5%	3.8%
2011		\$633.17	1.2%	-0.4%
2012		\$649.12	2.5%	1.6%
2013		\$671.78	3.5%	3.2%
2014		\$697.87	3.9%	2.1%
2015		\$708.37	1.5%	1.5%
2016		\$733.47	3.5%	1.6%
2017		\$755.76	3.0%	0.1%
2018		\$768.11	1.6%	1.3%
2019		\$793.39	3.3%	2.1%
	47 YEAR AVERAGE		4.1%	4.0%

10 YEAR TOTAL	27.6%	16.9%
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10 YEAR AVERAGE	2.8%	1.7%
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